Career Pathways & Sector Strategies

Jaclyn P. Dowd

Special Assistant to Governor Mike Pence

Indiana Career Council - September 25, 2013

Sixteen Career Clusters



Agriculture, Food & Natural Resources



Education & Training



Hospitality & Tourism



Manufacturing



Architecture & Construction



Finance



Human Services



Marketing



Arts, A/V Technology & Communications



Government & Public Administration



Information Technology



Science, Technology, Engineering & Mathematics



Business
Management &
Administration



Health Science



Law, Public Safety, Corrections & Security



Transportation, Distribution & Logistics

Career Pathways - Defined

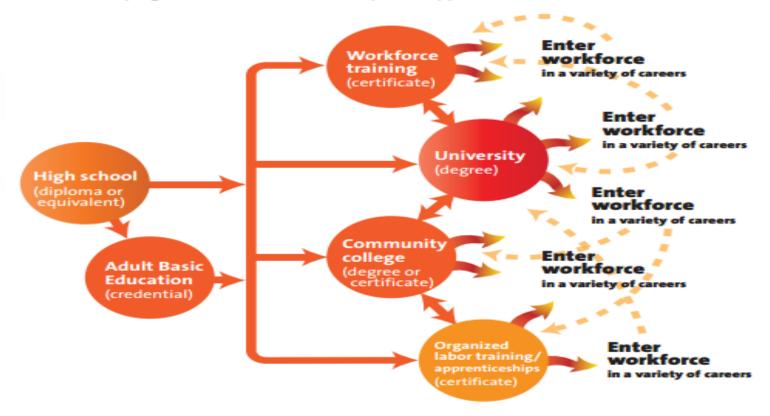
"A series of connected education and training strategies and support services that enable individuals to secure industry relevant certification(s) and obtain employment within an occupation and to advance to higher levels of future education and employment in that area."

Career pathways – a definition U.S. Departments of Education, Health and Human Services, and Labor (2012). Interagency Letter on Career Pathways. http://www2.ed.gov/about/offices/list/ovae/ten-attachment.pdf

Career Pathways Coordination

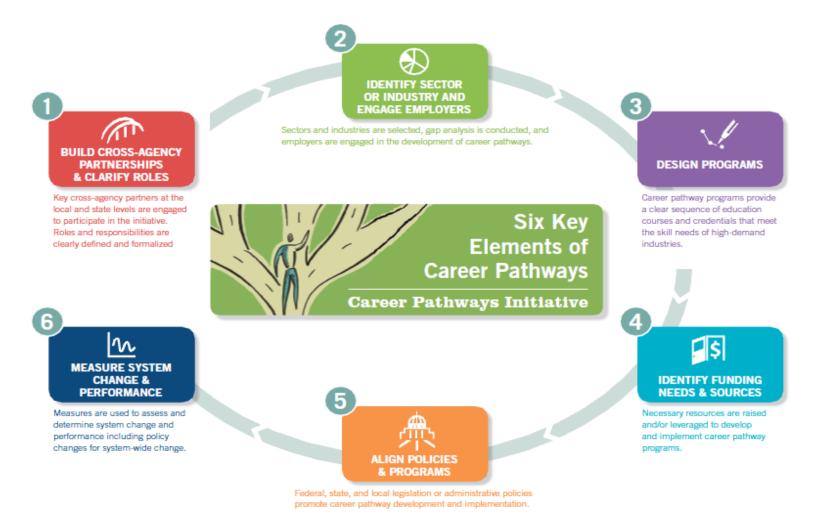
Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to job seekers. Today's education and training programs include online and in-person opportunities.



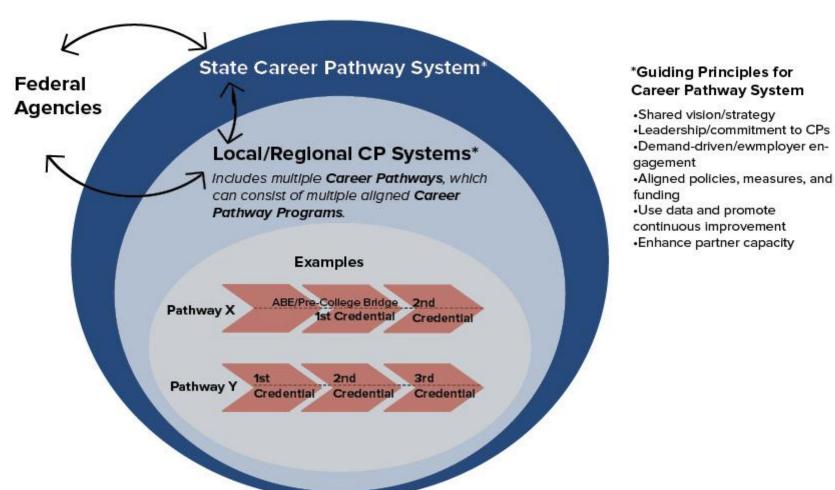
After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.

Six key elements of Career Pathways



U.S. Department of Labor, Employment and Training Administration. (2011). Six key elements of career pathways: Career pathways initiative. Retrieved from https://learnwork.workforce3one.org/view/2001134059875592620/info

Career Pathways System State & Regional Models



Career Pathways and Programs Key Elements

Multiple entry points for participants (including those with limited education, English, skills, and/or work experience)

- Academic Skills and Credentials from Basic Skills to Degrees
- Employability, Career Planning, and Soft Skills _ _ _ _
- Occupational Skills, Competencies, and Credentials

Further employment and educational opportunities

Multiple exit points at successively higher levels of family-supporting employment and aligned with subsequent educational entry points

Career Pathways can consist of multiple aligned Career Pathway Programs that are comprised of integrated:

- Participant-focused approaches to instruction and occupational training;
- Appropriate and meaningful assessment;
- Supportive services and early & ongoing career navigation assistance; and
- Direct connection to employment including quality work experiences and employment services.

Career Pathways - Braiding Funds

- Workforce Investment Act (WIA) Title I training funds
- WIA Title II adult education funds
- Governors' WIA discretionary funding
- State general revenue
- Incumbent worker training funds
- Temporary Assistance to Needy Families (TANF) funds
- Vocational rehabilitation funds
- State education funds
- Philanthropic contributions
- Direct employer contributions
- Fee-for-service funds
- Funds from community organizations

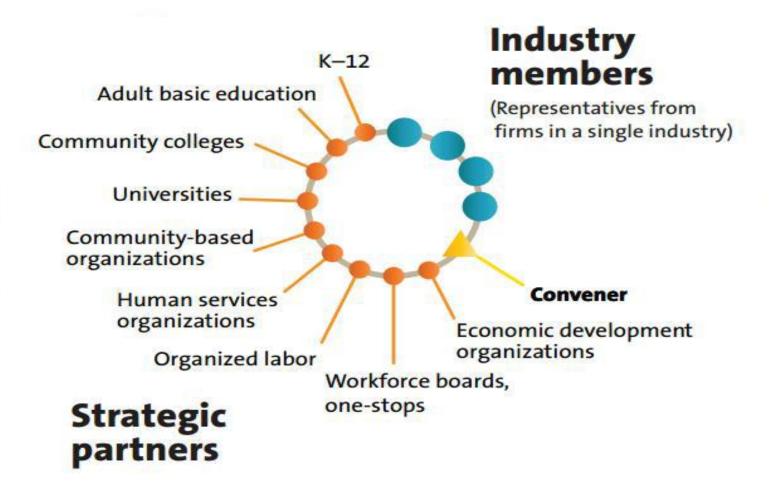
Sector Strategies - Defined

- Sector-based strategies take a comprehensive, broadbased approach to identifying and addressing skills needs across key industries within a region rather than focusing on the workforce needs of individual employers on a caseby-case basis.
 - Key Industry Sectors: <u>High growth, high wage</u>
 industries
- Sector strategies often result in the formation of industry partnerships, which are employer-led partnerships with support from workforce development, economic development, and education partners.

Focus of Sector Strategies

- Sector strategies harness industry intelligence to identify industry needs and design education and training resources to meet needs.
- Industry partnerships create plans to:
 - Identify key skill needs of sector: certifications, credentials, degrees required for entry and promotion within sector
 - Provide input into the development of training programs to meet skill needs of sector
 - Establish and support career pathways within sector
 - Identify and align resources for education and training to support sector
 - Establish strategies for measuring success and impact of sectordefined education and training strategies
- They serve to guide efficient investments of public resources and leverage private resources

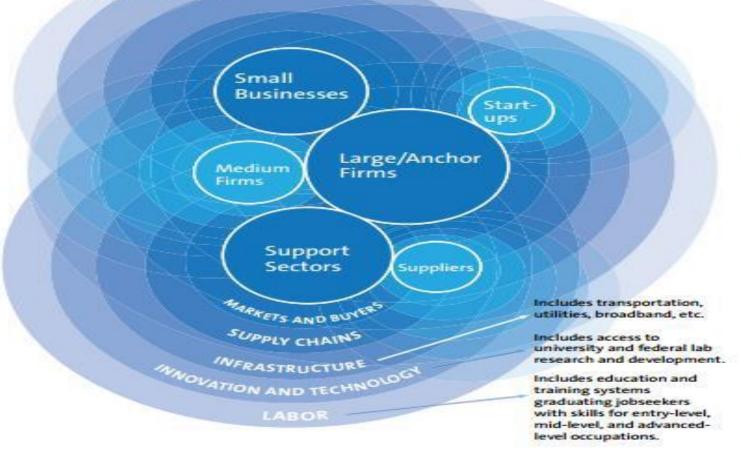
Sector strategy partnership members



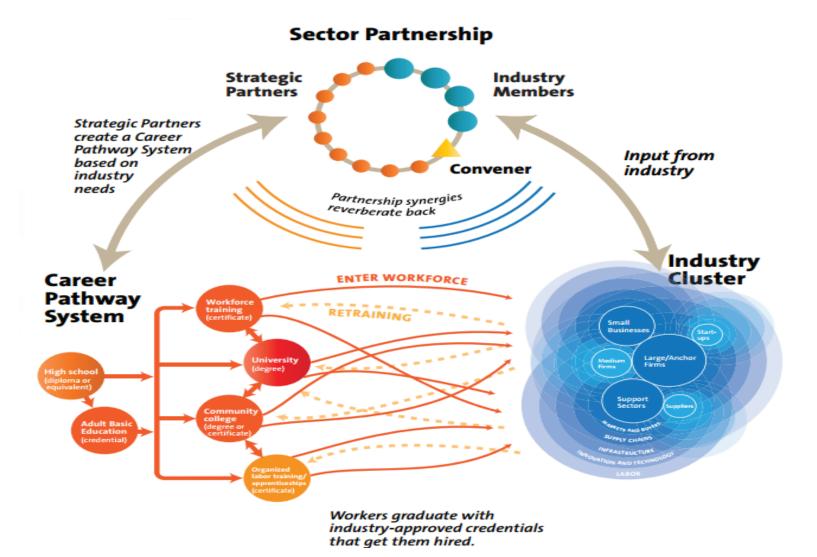
Supporting Industry Clusters

Industry Cluster

An industry cluster consists of large and small firms in a single industry. Firms in industry clusters benefit from synergies of association related to shared labor, sources of innovation, suppliers, markets, technology, and infrastructure.



Career Pathways & Sector Strategies



Career Pathways & Sector Strategies

State/Regional/Local commitment to:

- Share vision and overarching strategies
- Respond to local/regional employer needs in key sectors
- Establish metrics toward specific indicators & outcomes
- Align financial/other resources to incentivize coordination across systems
- Contextualize instruction across pathways from secondary (including CTE) to postsecondary education & training
- Offer multiple entry and exit points amid stackable credential continuum for clients of all ages
- Support student transitions and reduce barriers to completion through support services, assessments and counseling

Colorado's Approach

Colorado Career Cluster Model



Management and Administration

- Administrative Services
- Business Information Technology
- Corporate/General
 Management
- Management
 Human Resource
- Management
 Operations Management

Marketing

- Marketing Communications Planning
- · Marketing Management
- · Marketing Research
- Merchandising
- Professional Sales/Sales
 Management

Finance

- Accounting
- Banking Services
- Corporate Finance
- Insurance
- Securities & Investments

Government & Public

Administration

- Foreign Service
- Governance
- Legal Services
- Planning
 Public Management &
- Administration
- Regulation
- Revenue & Taxation

Business, Marketing & Public Administration

Hospitality, Human Services & Education

Hospitality & Tourism

- Lodging
- · Recreation, Amusements & Attractions
- Restaurants, Food & Beverage Services
- Travel & Tourism

Human Services

- Consumer Services
- . Counseling & Mental Health Services
- · Early Childhood Development
- Family & Community Services
- Personal Care Services

Education & Training

- Administration and Administrative Support
- Professional Support Services
- Teaching and Training

Agriculture, Food & Natural Resources

- Animal Science*
- Agribusiness Systems
- Food Products & Processing Systems*
- Natural Resource & Environmental Systems*
- Plant Science[®]
- Power, Structural & Technical Systems*

Energy

- Electromechanical Generation & Maintenance*
- Electrical Energy Transmission & Distribution*
- Energy Efficiency & Environmental Technology*
- . Fossil Energy Extraction, Processing & Distribution*
- Renewable Energy Production*
- * STEM affiliated pathway

Agriculture, Natural Resources & Energy

Postsecondary & Workforce Readiness Foundation knowledge & skills for all career pathways include:

FERRES.

- Academic Content Knowledge Civic Responsibility Collaboration
- Communication Creativity & Innovation
 Critical Thinking/Problem Solving Find/Use Information Technology
 Global & Cultural Awareness Personal Responsibility Work Ethic
- Global & Cultural Awareness + Personal Responsibility + Work Ethi

Specialized CTE Pathways Include: Alternative Cooperative Education (ACE), FACS CORE & World of Work

Health Science, Criminal Justice & Public Safety

Health Science

STATE STATES

- Biotechnology Research & Development*
- Diagnostic Services*
- · Health Informatics
- Supportive Services
- Therapeutic Services*

Law, Public Safety, Corrections & Security

- Correction Services
- Emergency & Fire Management Services*
- Law Enforcement Services
- Security & Protective Services
- * STEM affiliated pathway

STEM (Science, Technology, Engineering & Math) See also STEM affiliated pathways noted by *

- Research, Exploration & Innovation
- Design, Development & Application

Arts, A/V Technology and Communication

- Audio/Video Technology & Film
- Journalism & Broadcasting
- Performing Arts
- Printing/Publishing
- Visual & Design Arts

Information Technology

- . Information Support and Services
- Interactive Media
- Network Systems & Telecommunications*
- Programming & Software Engineering*

STEM, Arts, Design & Information Technology

Skilled Trades & Technical Sciences

Architecture & Construction

- Construction
- Design & Pre-construction*
- Maintenance & Operations

Manufacturing

- Health, Safety &
- Environmental Assurance
- Logistics & Inventory Control
 Manufacturing Production
- Maintenance, Installation & Repair
- Production/Process
 Technology*
- Quality Assurance

Transportation, Distribution & Logistics

- Facility & Mobile Equipment
- Maintenance
- Health, Safety & Environmental Management
- * Logistics, Planning &
- Management Services
- Planning, Management &
- Regulation
- Sales & Service
- Transportation Operations
 Transportation/Systems
- Infrastructure
- Warehousing & Distribution
 Center Operations
- * STEM affiliated pathway

Virginia's Workplace Readiness Skills

WORKPLACE READINESS SKILLS for the Commonwealth

Personal Qualities and People Skills

1. POSITIVE WORK ETHIC:

Comes to work every day on time, is willing to take direction, and is motivated to accomplish the task at hand

2. INTEGRITY:

Abides by workplace policies and laws and demonstrates honesty and reliability

3. TEAMWORK:

Contributes to the success of the team, assists others, and requests help when needed

4. SELF-REPRESENTATION:

Dresses appropriately and uses language and manners suitable for the workplace

5. DIVERSITY AWARENESS:

Works well with all customers and coworkers

6. CONFLICT RESOLUTION:

Negotiates diplomatic solutions to interpersonal and workplace issues

7. CREATIVITY AND RESOURCEFULNESS:

Contributes new ideas and works with initiative

Professional Knowledge and Skills

8. SPEAKING AND LISTENING:

Follows directions and communicates effectively with customers and fellow employees

9. READING AND WRITING:

Reads and interprets workplace documents and writes clearly

10. CRITICAL THINKING AND PROBLEM SOLVING:

Analyzes and resolves problems that arise in completing assigned tasks

11. HEALTH AND SAFETY:

Follows safety guidelines and manages personal health

12. ORGANIZATIONS, SYSTEMS, AND CLIMATES:

Identifies "big picture" issues and his or her role in fulfilling the mission of the workplace

13. LIFELONG LEARNING:

Continually acquires new industry-related information and improves professional skills

14. JOB ACQUISITION AND ADVANCEMENT:

Prepares to apply for a job and to seek promotion

15. TIME, TASK, AND RESOURCE MANAGEMENT:

Organizes and implements a productive plan of work

16. MATHEMATICS:

Uses mathematical reasoning to accomplish tasks

17. CUSTOMER SERVICE:

Identifies and addresses the needs of all customers, providing helpful, courteous, and knowledgeable service

Needs Identified by Virginia Employers

Technology Knowledge and Skills

18. JOB-SPECIFIC TECHNOLOGIES:

Selects and safely uses technological resources to accomplish work responsibilities in a productive manner

19. INFORMATION TECHNOLOGY:

Uses computers, file management techniques, and software/programs effectively

20. INTERNET USE AND SECURITY:

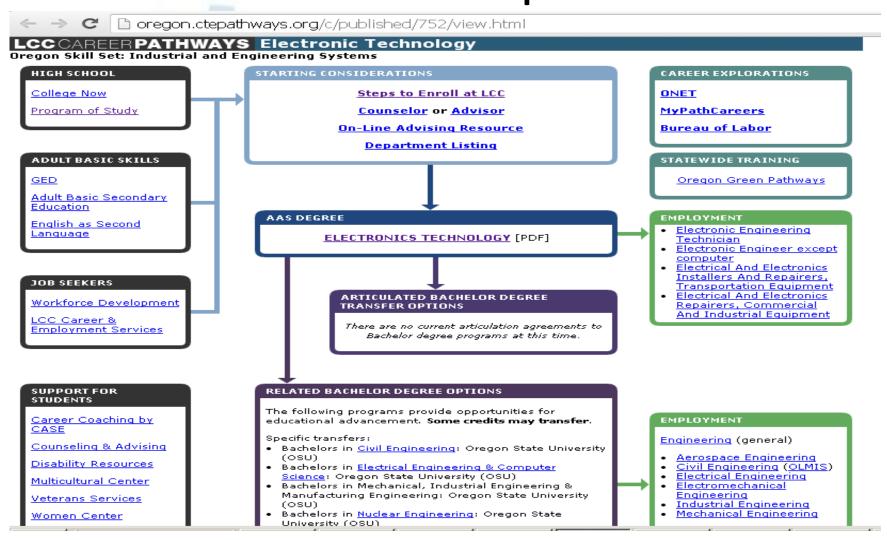
Uses the Internet appropriately for work

21. TELECOMMUNICATIONS:

Selects and uses appropriate devices, services, and applications



Oregon Community Colleges Roadmaps



Indiana's Recent Efforts

- Career Pathways development by DOE
- Indiana Career Explorer
- CHE Focus on Degree Maps and Advising
- Education Roundtable/CELL: EWIN Grants
- Adult Education Transformation by DWD; establishment of WorkINdiana Program in collaboration with DOE, IEDC and Postsecondary partners; early efforts and outcomes formally cited:
 - Joyce Foundation, Shifting Gears Report
 - Center for Law & Social Policy (California Study)

Indiana's Opportunity

Indiana Career Council

- Alignment & coordination of education & training activities in the context of Career Pathways along Sectors to meet industry demand
 - Skills Gap Analysis and Asset Mapping
 - Incorporate efforts among partners in K-12, Postsecondary,
 Economic and Workforce Development
- Oversight & Administration of IWIS to inform sector focus and offer clients much more informed choice in education & training leading to identified employment

Works Councils

- Regional Consortia model with employer-led focus on CTE alignment to meet industry needs
- Explore alternatives ways to meet industry needs